Yukon
HUMAN RIGHTS
Commission

ANNUAL REPORT

April 1, 2005 – March 31, 2006

MESSAGE FROM THE CHAIR

Once again it has been a busy and productive year for the Commission. This year staff and Commissioners made a concentrated effort to increase YHRC's profile and extend the human rights message outside of Whitehorse to rural communities. On December 10th, for International Human Rights Day, a special community event was held in Teslin, in which a Tlingit translation of the plain language version of the Universal Declaration of Human Rights was presented by Bess Cooley, Tlingit language teacher trainee. Classroom sessions and a community celebration of March 21, the International Day for the Elimination of Racial Discrimination, were held at St. Elias School and the Haines Junction Convention Centre. All of these events provided opportunities for Commissioners and staff to connect with local mayors, First Nations leaders, teachers, students and community people.

Our partnership with the NWT Human Rights Commission in preparing and organizing the delivery of TV and radio public service announcements on various human rights topics was beneficial to both Commissions. The ad on sexual harassment won a Silver Award at the 39th Annual WorldFest-Houston International Film Festival.

The staff and Commissioners have continued to raise the level of service that the Commission provides to all Yukoners. Commissioners have attended regular business and disposition meetings on a monthly basis. We have completed and approved the YHRC personnel policy and have overseen the business of the Commission.

Commissioner Melissa Atkinson, along with Legal Counsel Susan Roothman and Public Education Specialist, Lillian Nakamura Maguire attended the Canadian Association of Statutory Human Rights Agencies conference in Saskatoon in June 2005. Thank-you to former Commissioner Jasbir Randhawa, who resigned upon her move to B.C. Thanks also to John McCormick, Melissa Atkinson and long serving Commissioner Eleanor O'Donovan whose second term was completed in March 2005. Rick Goodfellow was appointed in December 2005.

On behalf of the Commission and staff, it is with pleasure that I present this 2005/2006 Annual Report of the Yukon Human Rights Commission.

Brian L. MacDonald
Chair

Teslin Mayor Clara Jules reads the English version, and Bess Cooley the Tlingit version of the Declaration of Human Rights assisted by Brian MacDonald, chair of the Yukon Human Rights Commission, at the Teslin Human Rights Day event in December, 2005.

Cover illustration is Dakwäkäda Dancers at the Haines Junction celebration of the International Day for the Elimination of Racial Discrimination in March.

DIRECTOR'S MESSAGE

Our Accomplishments

This has been the most productive year in the Commission's history for dealing with complaints of discrimination. As of the end of this fiscal year, there are 43 open complaints, down from 53 at this time last year. Forty-four complaint files were closed and although 32 new files were opened, we were able to significantly reduce our historical backlog. This was a priority this year and in order to achieve it, we have provided more help to parties earlier in the process: as a result 19 complaints were informally resolved (an increase over the 11 settled this way last year). In addition, this year the Commission developed and implemented an expedited complaints policy in order to offer faster service for parties on older complaints and also on those where for reasons of fairness or accommodation needs, a faster completion of the complaint process was required.

For the first time in several years, the Commission now has a full complement of qualified staff to do our work. As a result, we have been able to do more in every area from workshops, partnerships, coalition building and community visits to hearings, dispositions, settlements and investigation reports. This progress is due to the dedication, hard work, and commitment of both Commissioners and staff.

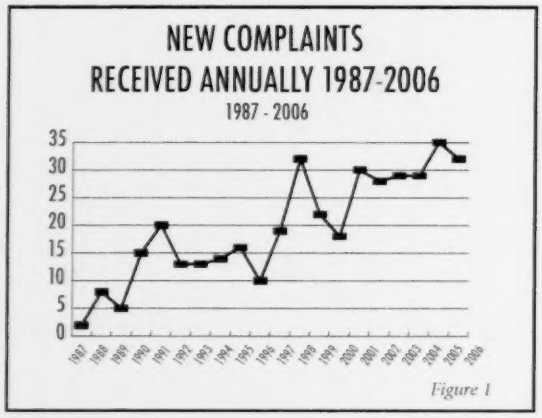

Figure 1

A Year of Changes

In January, Sue Starr, our Director of Operations, left the Commission for new challenges at the Staff Development Branch of the Yukon Government. In her two years at the Commission, she oversaw the implementation of a three-year operational plan, an update and expansion of the personnel and administrative policies (including employment equity, accommodation,

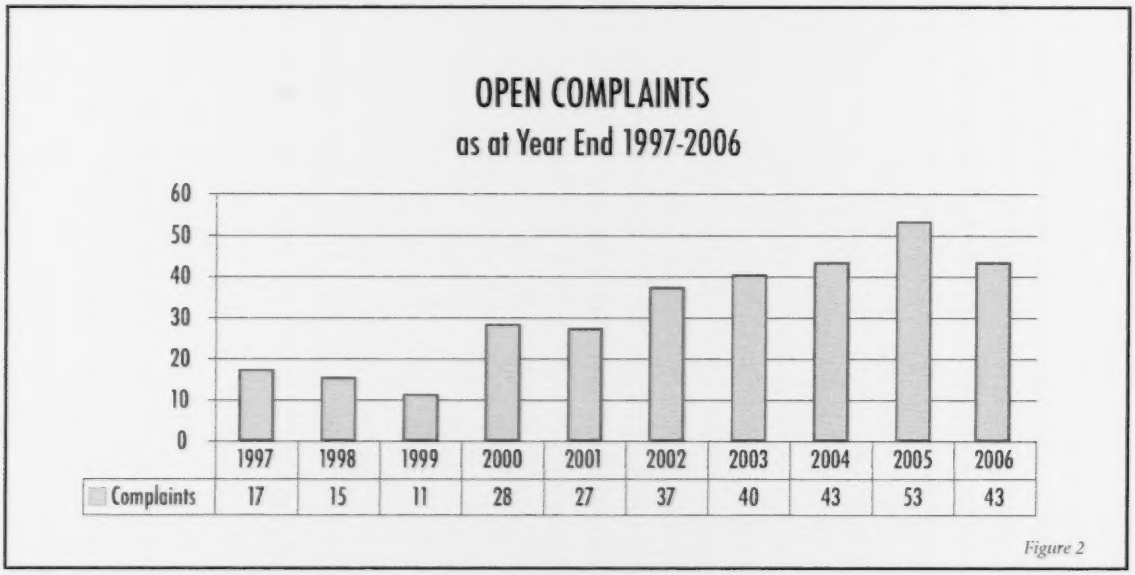

Figure 2

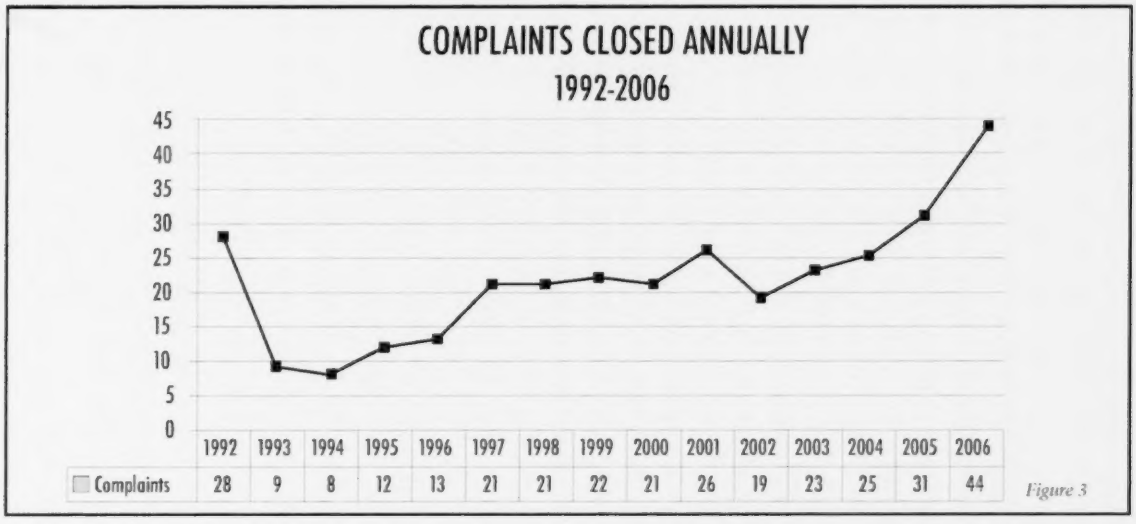

Figure 3

and harassment policies) as well as the creation of a database and new tools to better track and plan the Commission's work. She also developed new training materials for Commissioners and staff and played a key role in professionalizing and streamlining the Commission's operations. Heather MacFadgen, who had job shared with Sue, has remained as the Director of Human Rights and taken over most of Sue's responsibilities.

Susan Roothman joined the Commission as Legal Counsel in April. Since January, she now works four days a week as a result of the Commission's increasing court, hearing, and other legal work. Susan took her law degree in South Africa where she was extensively involved in human rights issues and was a partner in a South African law firm. She moved with her family to Canada in 2002 and became a member of the Yukon Bar Association in 2005.

In October, Stephanie Schorr joined the Commission as Investigator replacing Ryan McCallion, who left to pursue his interest in music, theatrical work and travel in Asia. Stephanie has a law degree from the University of Alberta and articled and worked at the Legal Services branch of the Yukon's Department of Justice. Before law, she worked in community and social service fields with youth, people with disabilities, and low income families.

The Commission was also fortunate to have the help of two students this past year: Carly Chunick, a University of Victoria Law Co- op summer student and Liz Janus, a Yukon College social work practicum placement this past winter. With these staffing changes, we have also maintained continuity and benefited from the experience of Lynn Pigage and Lillian Nakamura

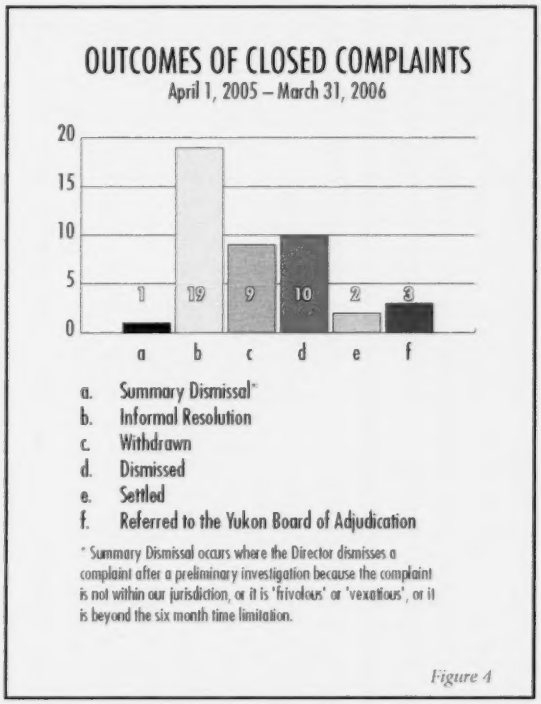
OUTCOMES OF CLOSED COMPLAINTS
April 1, 2005 – March 31, 2006
20
15
10
5
0
1
19
9
10
2
3
a b c d e f
a. Summary Dismissal*
b. Informal Resolution
c. Withdrawn
d. Dismissed
e. Settled
f. Referred to the Yukon Board of Adjudication
* Summary Dismissal occurs where the Director dismisses a complaint after a preliminary investigation because the complaint is not within our jurisdiction, or it is 'frivolous' or 'vexatious', or it is beyond the six month time limitation.

Figure 4

Maguire. Lynn has been with the Commission for over 8 years as our administrator and intake worker. Her extensive experience with our *Act* and her friendly, helpful manner are great assets in this key front-line position. She also has a wide knowledge of local services and organizations which is invaluable on referrals for approximately 300 inquiries the Commission deals with each year. Lillian has coordinated and provided the Commission's education program since November 2002. She is a board member of the Canadian Race Relations Foundation and has over 30 years of experience as an adult educator, trainer, and community development worker in the West, the North, and Africa. The increase in the Commission's profile over this past year is a result of her work and we believe that this is one of the reasons our workload is increasing.

As we approach our 20th anniversary in February, 2007, we are confident that our recent progress and productivity will continue and we will be able to further improve our service to Yukoners. We look forward to the challenges and opportunities ahead as we set our direction for our third decade.

Heather MacFadgen
Director of Human Rights

L to R: John McCormick, Brian MacDonald, Melissa Atkinson, Eleanor O'Donovan. Missing from photo - Jasbir Randhawa and Rick Goodfellow.

COMMISSIONERS IN 2005/06 INCLUDED:

Melissa Atkinson was appointed to the Commission in December 2004. She was born and raised in Whitehorse, Yukon. She is a member of the Tr'ondëk Hwëtch'in First Nation and is from the wolf clan. She has a Bachelor of Arts degree in Native Studies and Spanish from Trent University and received her law degree from the University of Victoria. She is Crown counsel with the Department of Justice, Canada and is a member of the Yukon Branch of the Canadian Bar Association. She serves as a member of the Continuing Legal Education Committee of the Yukon Law Society and the Adult Resources Centre Board. She has always had an interest in the area of human rights and is committed to ensuring integrity, fairness, equality and accountability in the processes of the Yukon Human Rights Commission.

Rick Goodfellow, appointed in December 2005 is Executive Director of Challenge Community Vocational Alternatives, a program that supports the employment of people with disabilities. Rick has extensive senior management experience in the public sector, non-government and business sectors. He has served on several committees and boards related to employment, access to services, and communications for persons with disabilities. He has diverse knowledge and background with respect to the rights of persons with disabilities and has provided training and developed policy in this area. He is a member of a Canadian advisory group to the Ad-Hoc Committee on the UN Convention on the Rights of Persons with Disabilities.

John McCormick was appointed in March 2003. John along with his wife and three children moved to the Yukon in 1977. John has had a varied and distinguished career in the Armed Forces as well as in construction, mining, postal services and insurance underwriting. He has lived in Whitehorse and for the last 18 years in Teslin, and is actively involved in community activities such as: senior presiding Justice of the Peace, member of Southern Yukon Tax Assessment Review Board, Capability and

Consent Board and past member of the Yukon College Teslin Advisory Committee.

Brian MacDonald, appointed in December 2003, serves as chair of the Commission. He is a member of the Champagne-Aishihik First Nation and received his law degree from the Faculty of Law at Dalhousie University. He not only has extensive background in working with First Nations, but also has skills in mediation and conflict management. Brian has established himself as a lawyer on the national and international levels and has represented the voice of many Yukoners and Canadians.

Eleanor O'Donovan was re-appointed to the Commission in March 2003 and completed her second term in March 2006. She has been in the Yukon since 1974 and has taught at both elementary and secondary school levels. She has been involved in many community initiatives relating to developing countries and has always had a keen interest in human rights.

Jasbir Randhawa, appointed in December 2003, moved to B.C. and resigned from the Commission in September 2005. She is known for her commitment and dedication to advocating for the rights of Yukon children. She holds a Master of Arts in linguistics, a Diploma in Early Childhood Education, and courses in conflict resolution and mediation skills. Her volunteer involvement included Kaushee's Place Women's Transition Home, Yukon Child Care Association, Yukon Status of Women and the Victoria Faulkner Women's Centre.

YHRC STAFF MEMBERS AT YEAR-END:

Director of Human Rights – Heather MacFadgen
Office Administrator/Intake Worker - Lynn Pigage
Investigator - Stephanie Schorr
Legal Counsel – Susan Roothman
Public Education Specialist - Lillian Nakamura Maguire

L to R: Lillian Nakamura Maguire, Susan Roothman, Lynn Pigage, Heather MacFadgen, Stephanie Schorr

WHO WE ARE AND WHAT WE DO

The Yukon Human Rights Commission was established in 1987 to administer the Yukon *Human Rights Act*. The Commission is independent of government, and is made up of three to five volunteer Commissioners appointed by the Territorial Legislature.

The mandate of the Commission is the promotion of human rights and the investigation and resolution of complaints of discrimination under the Yukon *Human Rights Act*. We provide training and educational resources to schools, community groups, employers, service providers and the public. In the course of our work, the Commission regularly receives inquiries from both individuals and organizations. The graph in figure 5 provides a breakdown of these inquiries.

The Yukon *Human Rights Act* prohibits discrimination in the areas of:

- Employment
- Services to the public
- Membership in unions and other occupational groups
- Tenancy
- Public contracts

Human rights complaints
This year we received 22 new complaints in the area of employment, 7 in the area of service to the public, and 3 in tenancy.

Complaints against the federal government or First Nations or organizations regulated by federal law are covered by the *Canadian Human Rights Act*. It is illegal to discriminate against people based on the grounds shown in figure 6 "New Complaints by Prohibited Grounds". Some complaints may involve multiple grounds. The most frequently reported grounds for this year's complaints are: sex, including pregnancy; and physical or mental disability. Complaints of discrimination based on disability also often involve a duty to accommodate, and these complaints tend to be more complex and take more resources and time to resolve. Complaints based on sex discrimination included four cases of sexual harassment.

Harassment based on any of the prohibited grounds is also discrimination. Harassment is any behaviour that demeans, humiliates or embarrasses a person, or makes a demand or a sexual solicitation, and that a reasonable person should have known would be unwelcome. It includes a "course of vexatious conduct" or usually more than one action, comment or display occurring over a period of time.

THE COMPLAINTS PROCESS

You may make a complaint to the Commission if you believe that you have been discriminated against on the basis of any of the prohibited grounds listed in figure 6, in one of the protected areas of:

- employment
- services to the public
- membership in unions and other occupational groups
- tenancy
- public contracts.

Commission staff will gather information about the complaint during an intake interview.

The complaint is then reviewed by the Director of Human Rights who conducts a "preliminary investigation" to determine whether the complaint meets the following requirements in order to be investigated fully:

- it is within the jurisdiction of the *Act* - area and prohibited ground such as ancestry, religion, sex, disability, etc.
- it happened within the last 6 months
- it is not "frivolous" or "vexatious".

If the complaint does not meet these requirements, it will not go forward and will be dismissed. If it goes forward, the investigation begins.

Before the investigation begins, an informal resolution of the complaint will be attempted, if both parties are willing. An informal resolution is an attempt to settle a complaint any time before the investigation has been completed and the Commissioners make their decision based on the investigation report. Generally informally resolving complaints is typically a faster process than the average investigation process.

The investigation can take up to several months depending on the complexity of the case, the number of witnesses, or unforeseen delays. The person making the complaint can ask that the investigation be stopped at any point during the process.

At the conclusion of the investigation, an investigation report is provided to the parties. The parties include both the person making

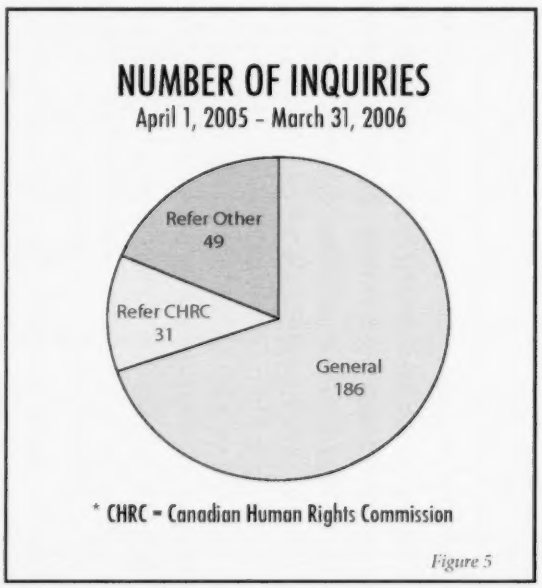

Figure 5

the complaint ("Complainant") and the person against whom the complaint is made ("Respondent"). Both parties have an opportunity to make comments about the report. The report (and any written comments made by the parties), will be reviewed by the Commissioners who will decide whether or not to refer it to the Commission's Legal Counsel for settlement or to a Board of Adjudication for hearing, or to dismiss the complaint.

If either party disagrees with the Commission decision, they may apply to have the decision reviewed by the Supreme Court of the Yukon Territory to see if any reviewable error was made in how the Commission made its decision.

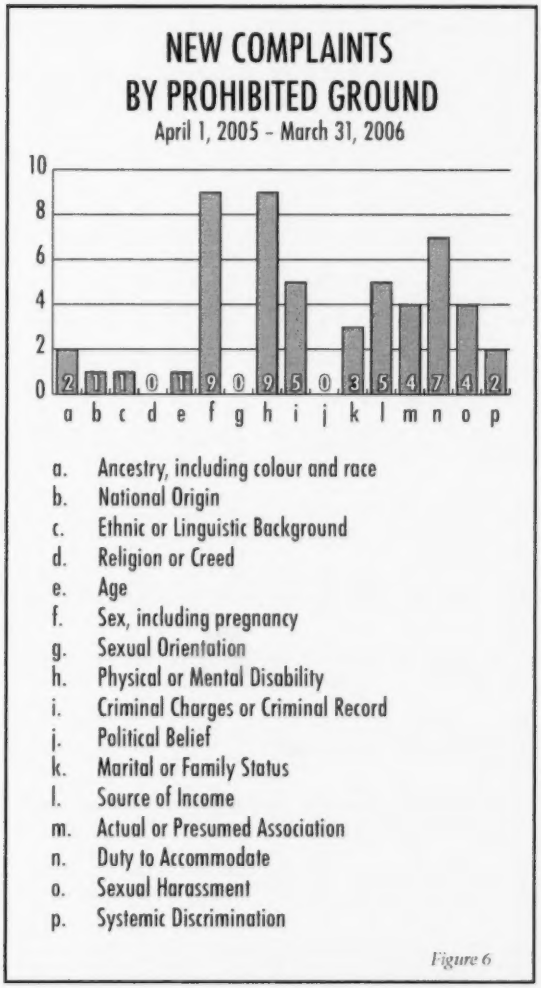
NEW COMPLAINTS
BY PROHIBITED GROUND
April 1, 2005 - March 31, 2006
10
8
6
4
2
0
2 1 1 0 1 9 0 9 5 0 3 5 4 7 4 2
a b c d e f g h i j k l m n o p
a. Ancestry, including colour and race
b. National Origin
c. Ethnic or Linguistic Background
d. Religion or Creed
e. Age
f. Sex, including pregnancy
g. Sexual Orientation
h. Physical or Mental Disability
i. Criminal Charges or Criminal Record
j. Political Belief
k. Marital or Family Status
l. Source of Income
m. Actual or Presumed Association
n. Duty to Accommodate
o. Sexual Harassment
p. Systemic Discrimination

Figure 6

If the complaint cannot be settled, it will be referred to a Board of Adjudication for hearing. The hearing is before a panel of at least three Adjudicators who are appointed by the Legislature and independent of the Commission. The Board can make an order to stop the discrimination, to pay damages for financial loss suffered by the complainant and to pay compensation for loss of "injury, dignity and self-respect". An order of the Board of Adjudication can be appealed to the Supreme Court of the Yukon Territory.

INFORMAL RESOLUTION

A complaint can be informally resolved any time before the investigation has been completed and the Commissioners make their decision based on the investigation report. It is the Commission's policy to attempt an informal resolution of all complaints where appropriate and when both parties are willing. Following are some examples of informal resolutions that took place during this period:

Duty To Accommodate Religious Beliefs In Employment

(Prohibited ground: religion, duty to provide for special needs or duty to accommodate; Area: Employment)

The employee is a Sikh and as part of his religious observance he is required to wear a turban at all times when in public. His job duties take him to worksites where he was required to wear a hard hat. He was not able to wear a hard hat with his turban.

As part of informal resolution the employer as well as a service provider responsible for the workplace, (the Respondents), agreed that the employee was exempted from wearing a hard hat and that if there was a degree of risk at the job site, either the employee could shut the job down or wait for a lull in production while performing inspections. The Respondents also acknowledged that other Sikh workers wearing turbans are entitled to receive an individual assessment of their workplace in terms of Occupational Health & Safety, and the requirements of the *Criminal Code* to take reasonable steps to prevent bodily

harm. In addition the Respondents would also consider the requirements of the Yukon *Human Rights Act* in order to determine whether the workers can be accommodated with a similar exemption to the employee referred to above.

Discrimination In Employment Based On Sexual Orientation And Family Staus

(Prohibited ground: sexual orientation; family status Area: employment)
A woman who was in a same-sex relationship filed a complaint based on sexual orientation and family status when her employer failed to provide her, as a parent in a same-sex relationship, with the same access to parental leave through her Collective Agreement as it does for opposite-sex parents. As a result of informal resolution, the Collective Agreement was changed to reflect the rights of same-sex partners to take parental leave. The provision dealing with paternity leave is now parental leave and available to all parents.

Discrimination in employment based on race (harassment)

(Prohibited grounds: race, harassment; Area: employment)
A First Nations man quit his job after allegedly being discriminated against and experiencing harassment based on his race in the workplace by his co-workers. He was able to find new employment and training soon after leaving his previous workplace. As part of informal resolution he received $1,860.66 in compensation for loss of wages and injury to dignity and self-worth. The company was provided with an education session on harassment by the Commission's Public Education Specialist.

SETTLEMENT

After an investigation is completed by staff, the Commissioners will review the complaint and may decide to refer it to the Commission's Legal Counsel to attempt a settlement. If the matter cannot be settled, the complaint will be referred to the Yukon Human Rights Board of Adjudication for hearing.
"Complainant" is the person making the complaint of discrimination. "Respondent" is the person or group against whom the complaint has been made.

Following are two settlements that took place during this period:

Discrimination In Employment Based On Family Status

(Prohibited ground: family status, duty to provide for special needs or duty to accommodate; Area: employment)
A single mother of two was dismissed from her position as waitress after taking time off work to care for her sick children at home. The single mother believed that she was discriminated against because the employer did not take into consideration that she was a single parent and did not accommodate her need to have others cover her shift when her children were sick. The settlement of this complaint included a cheque for $4,081.04 to cover lost wages, lost tips and injury to dignity and self-worth. The employer agreed to attend a training session for management on human rights and the duty of employers to accommodate special needs of employees delivered by the Public Education Specialist.

Discrimination In Employment Based On Sex

(Prohibited ground: sex, sexual harassment; Area: employment
A male worker was dismissed from his position and filed a human rights complaint alleging that his supervisor harassed him on the basis of his sex. He received emails containing degrading jokes about men and heard comments in the workplace relating to the inefficiency of men. The settlement of this complaint included a cheque for $10,622.79 for lost wages and a letter of apology.

BOARD OF ADJUDICATION DECISION

If the complaint can't be settled with the agreement of the parties, it will be referred to the Board of Adjudication. The Board is entirely independent of the Commission and of government, and if a finding of discrimination occurs may make orders to resolve situations of discrimination. Once a complaint comes before

the Board, it becomes a matter of public record. Decisions of the Board may be appealed by either party to the Supreme Court of the Yukon Territory.

The following hearing occurred in this fiscal year:

Campbell, Bigras and Vittrekwa v. Yukon Housing Corporation
(Prohibited ground: source of income; Area: tenancy)

Three human rights complaints were filed on the basis of source of income and referred to the Board of Adjudication for hearing. The Board found discrimination against social housing tenants because of a "no pet policy" that the service provider had only applied to these tenants but not to tenants who were Yukon Government employees. The Board ordered Yukon Housing, the Respondent to: a) ensure that no employee or policy contravenes the Yukon *Human Rights Act:* b) review all "pet policies" and "no pet policies" to ensure compliance with the Yukon *Human Rights Act* where similar conditions of joint usage of housing units exist throughout the Territory; c) arrange for their staff to attend workshops on human rights conducted by the Commission's public educator; and d) reimburse each complainant for expenses incurred or on behalf of complainants to attend the hearing in person or by videoconference.

PUBLIC EDUCATION ACTIVITIES

An important aspect of YHRC's mandate includes public education that increases human rights awareness and prevents discrimination. In order to maximize the impact of limited resources, YHRC has chosen to work in partnership with other organizations committed to human rights, and to work with those who have influence over policies or the education and actions of others.

General public awareness activities:

- Partnership with NWT Human Rights Commission for development and delivery of public service announcements for radio and TV on racial discrimination, sexual harassment and duty to accommodate. The PSA on sexual harassment won a silver medal award at the Houston International Film Festival. These can be viewed on our website at www.yhrc.yk.ca.
- Presentations and information distributed to community groups, Whitehorse City Council, Haines Junction Village Council and Association of Yukon Communities encouraging their participation in the national Coalition of Municipalities Against Racism (45 people). These presentations were done with the support of 23 Yukon groups concerned about racism and supporting equity and inclusion.
- Sponsorship of *Vendetta Song* at Available Light Film Festival in recognition of International Women's Day.
- December 10th, Human Rights Day in Teslin – school event and community celebration (80) and reading of Tlingit translation by Bess Cooley of the plain language version of the Universal Declaration of Human Rights.
- March 21, Day for the Elimination of Racial Discrimination in Haines Junction – three classroom sessions and a community event with Commissioner Melissa Atkinson, Chief James Allen of Champagne & Aishihik First Nations and Mayor John Farynowski (approx. 100). In Whitehorse, Commissioner Melissa Atkinson spoke at a noon hour community event sponsored by Association franco-yukonnaise.
- *Black History in Yukon* photo-exhibit launch with Yukon Archives, Yukon Status of Women Council and YHRC to celebrate Black History Month.
- "Portraits & Stories of Yukon Asian History" photo talk by speakers Miko Miyahara and Peggy D'Orsay in collaboration with Yukon Archives(10) to celebrate Asian History Month.

Workshops:

- Justice of the Peace training on human rights (35)
- Employer workshops - City of Whitehorse recreational summer staff (10) and Canada Games Centre staff (30) on intercultural issues

- Training was provided at no charge to several employers as part of a human rights complaint settlements – eight sessions with 39 participants from three large employers on duty to accommodate, harassment and policy development on harassment, two with small employers on harassment and one with a small employer on hiring practices.

Education sector workshops

- Yukon Teachers' Association conference workshops on human rights issues & education (15) and hidden histories of Yukon (12)
- Yukon College Education course re: model for culturally competent and inclusive education system (15)
- Workshop on legislation/role of Commission for Home Support worker students at Yukon College (7)
- Development of curriculum unit on racial discrimination linked to public service announcement video on racial discrimination
- St. Elias School (three classrooms, 35 students) on human rights law and racial discrimination

Presentations:

- Aboriginal Women's conference on dealing with harassment (approx. 65)
- Self Advocacy workshop sponsored by Yukon Learn on human rights law, harassment (6)
- Association franco-yukonnaise English-Second-Language class – Human rights law and understanding of discrimination (6)

Speaker:

- PSAC panel speaker on duty to accommodate, Northern PSAC conference, Whitehorse (150)
- PSAC National Day Against Homophobia (55)
- Kaushee's Place, Whitehorse Transition Home AGM speaker (15)

Displays

- Disability Expo
- PSAC Northern Conference, Whitehorse (150 delegates)
- Women's Health Forum – mental health & discrimination (75)

Newspaper articles and news releases:

- News article for Law Day supplement in *Yukon News* on duty to accommodate
- News releases on Bill C-38 on Civil Marriage Act, Asian History event, Call for Coalition of Municipalities Against Racism, Human Rights Day, Black History Month, Day for the Elimination of Racial Discrimination
- Commission staff participated in radio interviews on various YHRC activities and issues.

Commission staff provided input/consultation re:

- Women & violence campaign (Women's Directorate)
- Corrections consultation (Department of Justice, CYFN)
- Association franco-yukonnaise activities re: diversity, anti-racism
- Yukon Development Education Centre conference on development issues (volunteer)
- Aboriginal Day volunteers
- Women's Perspectives on Poverty photos and stories display (Anti-Poverty Coalition, Victoria Faulkner Women's Centre, Women's Directorate, Yukon Status of Women Council)
- Policing services to women (Women's Directorate and Justice)
- Interagency training committee, Whitehorse
- Status of Women Canada meeting, Yellowknife re: gender equality policies and indicators
- Aboriginal Women's conference planning(Aboriginal Women's Circle, Women's Directorate)
- Whitehorse Chamber of Commerce
- Attended Challenge Day workshop (Grade 9 students at F.H. Collins) re: recognizing oppression and privilege
- City of Whitehorse, Human Resource Manager re: Coalition of Municipalities Against Racism
- Yukon Teachers' Association - Keyakwadan subcommittee member (aboriginal education issues)

FINANCIAL STATEMENTS
MARCH 31, 2006

AUDITOR'S REPORT

To the Commissioners of The Yukon Human Rights Commission:

I have audited the statement of financial position of The Yukon Human Rights Commission as at March 31, 2006 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Commission's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Commission as at March 31, 2006 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.

J. Kim Tanner
Chartered Accountant

Whitehorse, Yukon
June 16, 2006

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2006

	2006	2005
ASSETS		
CURRENT ASSETS		
Cash	$ 5,292	$ 56,047
Accounts receivable	300	-
Prepaid expenses	8,219	3,539
	13,811	59,586
EQUIPMENT REPLACEMENT FUND (note 2b, 3)	20,000	20,000
CAPITAL ASSETS (note 2a, 4)	24,786	31,849
	$ 58,597	$ 111,435
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	$ 4,179	$ 7,482
Wages and employee benefits payable	33,702	32,178
Due to Equipment Reserve Fund	5,200	-
	43,081	39,660
NET ASSETS		
INVESTMENT IN CAPITAL ASSETS (note 2a, 3)	24,786	31,849
EQUIPMENT REPLACEMENT FUND (note 2b)	20,000	20,000
UNRESTRICTED NET ASSETS	(29,270)	19,926
	15,516	71,775
	$ 58,597	$ 111,435

APPROVED BY:

Commissioner

Commissioner

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2006

	2006	2005
REVENUE		
Government of Yukon grants for operations	$ 451,000	$ 511,000
Government of Canada training grant	3,297	4,015
Interest income	3,679	3,139
Donations and other income	300	2,279
Yukon Law Foundation grant	-	2,500
	458,276	522,933
EXPENSES		
Administration		
Annual report	2,201	1,687
Consulting services	1,250	1,587
Dues and membership	3,015	1,635
Equipment repairs and maintenance	3,354	1,288
Interest and bank charges	87	203
Legal services	704	10,877
Office supplies	7,217	5,141
Postage, freight and deliveries	1,216	1,264
Professional fees	4,230	2,800
Subscriptions, publications and films	2,968	3,119
Telephone and internet	9,785	8,376
	36,027	37,977
Staff		
Contract services	2,390	4,400
Employee travel and training	6,688	4,278
Employee liability insurance	1,151	-
Recruitment costs	1,121	1,610
Wages and employee benefits	364,039	334,515
	375,389	344,803
Commission		
Commissioner honorariums	18,675	22,960
Board liability insurance	5,941	5,608
Commissioner training	2,531	5,376
Commissioner meetings and hospitality	7,783	10,163
	34,930	44,107
Public Education		
Joint community projects	2,115	7,361
Library and resources	402	315
Special events and programmes	2,619	2,419
Website and print materials	1,762	5,128
	6,898	15,223

STATEMENT OF OPERATIONS (continued)

FOR THE YEAR ENDED MARCH 31, 2006

	2006	2005
Complaints Management		
Legal services	$ 5,714	$ 26,190
Case investigation	8,881	7,126
Hearing costs	976	-
	15,571	33,316
Operational		
Insurance	1,598	1,972
Janitorial	1,630	2,085
Rent	34,125	34,125
	37,353	38,182
	506,168	513,608
EXCESS (SHORTAGE) OF REVENUE OVER EXPENSES FOR THE YEAR	$ (47,892)	$ 9,325

STATEMENT OF CHANGES IN NET ASSETS

FOR THE YEAR ENDED MARCH 31, 2006

	Equipment Replacement Fund	Investment in Capital Assets	Unrestricted Net Assets	Net 2006	Net 2005
BALANCE, BEGINNING OF YEAR	$ 20,000	$ 31,849	$ 19,926	$ 71,775	$ 72,171
Excess (deficiency) of revenue over expenses in year	-	-	(47,892)	(47,892)	9,325
Transfers between funds	-	-	-	-	-
Additions to capital assets in year	-	1,304	(1,304)	-	-
Amortization of capital assets in year	-	(8,367)	-	(8,367)	(9,721)
BALANCE AT END OF YEAR	$ 20,000	$ 24,786	$ (29,270)	$ 15,516	$ 71,775

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2006

	2006	2005
CASH PROVIDED BY (USED FOR) OPERATIONS		
Cash received from Government of Yukon	$ 451,000	$ 511,000
Cash received from Government of Canada	3,297	4,015
Cash received from Yukon Law Foundation	-	2,500
Other cash received for operations	-	2,279
Cash paid out for wages and benefits	(362,515)	(331,894)
Cash paid out for other operational costs	(150,112)	(182,542)
	(58,330)	5,358
CASH PROVIDED BY (USED FOR) FINANCING AND INVESTMENT		
Funds borrowed from Equipment Replacement Fund	5,200	-
Purchase of capital assets	(1,304)	(8,450)
Interest income received on term deposits and savings	3,679	3,139
	7,575	(5,311)
INCREASE (DECREASE) IN CASH FOR THE YEAR	(50,755)	47
CASH AT BEGINNING OF YEAR	56,047	56,000
CASH AT END OF YEAR	$ 5,292	$ 56,047

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED MARCH 31, 2006

1. PURPOSE OF THE ORGANIZATION

The Yukon Human Rights Commission is a Yukon non-profit organization created to investigate and resolve allegations of human rights abuse in the Yukon. It is an organization created and funded by the Government of Yukon to administer the Human Rights Act.

2. SIGNIFICANT ACCOUNTING POLICIES

a) Amortization

Amortization is provided at rates sufficient to amortize the cost over the estimated useful lives of the assets. Leasehold improvements are amortized on a straight-line basis over five years. Other capital assets are amortized using the declining balance method at the rates set out in note 4.

Current year amortization totals $8,367 ($9,721 in 2005).

The Investment in Capital Assets represents the total amortized capital assets of the Commission.

b) Equipment Replacement Fund

The Commission established an Equipment Replacement Fund in fiscal 2004 to help cover the costs of future equipment replacement. Fund monies may only be used for major new equipment purchases and any use of these funds must be approved in advance by the Commissioners. The Commission determines any additions to this fund annually.

The Equipment Replacement Fund is supposed to be held in a guaranteed investment certificate. Interest earned on this fund is not added to the fund but used for general Commission activities. See note 3 for further details.

c) Donated Materials

Donated capital assets and materials are recorded at estimated fair market value with a corresponding amount of revenue recorded as "Donations in kind".

3. EQUIPMENT RESERVE FUND

The equipment reserve fund consists of:

	2006	2005
Guaranteed Investment Certificate	$ 14,800	$ 20,000
Monies loaned to General Fund from the Equipment Reserve Fund, to be repaid as soon as possible.	5,200	-
	$ 20,000	$ 20,000

4. CAPITAL ASSETS

	2006			2005
	Rate	Cost	Accumulated Amortization	Net	Net
Furniture & equipment	20%	$ 57,572	$ 43,693	$ 13,879	$ 16,399
Computer equipment	30%	45,935	39,399	6,536	9,336
Computer equipment	45%	5,773	3,152	2,621	4,118
Leasehold improvements	S.L.	7,545	5,795	1,750	1,996
		$ 116,825	$ 92,039	$ 24,786	$ 31,849

5. FINANCIAL INSTRUMENTS

The Yukon Human Rights Commission's financial instruments consist of cash, accounts receivable, accounts payable, and deferred revenue. Unless otherwise noted, it is the Commissioner's opinion that the Yukon Human Rights Commission is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair values of these financial instruments approximate their carrying values, unless otherwise noted.

6. MEASUREMENT UNCERTAINTY

The preparation of financial statements in accordance with generally accepted accounting principles requires management to make assumptions and estimates that have an effect on the reported amount of assets and liabilities at the date of the financial statements and the reported amount of revenues and expenses during the period. Actual results could be different from those estimates.

7. ECONOMIC DEPENDENCE

The Commission is economically dependent on the Government of Yukon Territory as substantially all operating revenue comes from this source.

8. LEASE AGREEMENT

The Commission has a lease agreement for office space which expires in October 2008. Rental payments of $2,843.75 are due monthly under this agreement.

9. PUBLIC SERVICE ANNOUNCEMENTS

During the year, the Commission participated in a joint project with the Northwest Territories Human Rights Commission (NWTHRC), which resulted in the successful development and delivery of radio and television public service announcements on Human Rights. These announcements were aired in both territories. All financial funding for the project was provided for by NWTHRC, while the Yukon Human Rights Commission contributed knowledge and labour to the endeavour.